

**AGREEMENT TO AMEND THE MEMORANDUM OF
AGREEMENT BETWEEN THE COUNTY OF VENTURA AND
THE SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 721**

There is presently in full force and effect a Memorandum of Agreement (“MOA”) between the County of Ventura (“County”) and the Service Employees International Union, Local 721 (SEIU) which sets forth the terms and conditions of employment of all employees of the County represented by SEIU for the period between January 10, 2017 and December 14, 2019.

The parties agree exigent circumstances have developed that warrant amendment of their current MOA to address the pensionable compensation of the Market Based Premium Pay for certain employees represented by SEIU. Therefore, the parties have agreed to amend Section 622, “MARKET BASED PREMIUM PAY”, as follows:

1. The Current language of Section 622, “MARKET BASED PREMIUM PAY” shall be deleted and the following language shall be added in its place:

Employees in the following classifications with the indicated work assignments shall be paid the additional hourly pay shown. For historical purposes, the amount of additional pay (“market based premium pay” or “MBPP”) indicated is the amount the County has deemed necessary to add to regular base pay to compete for qualified individuals in today’s job market. The County may, without further approval by SEIU, Local 721, adjust the amount of MBPP for indicated work assignments based on the County’s determination of job market forces. Any adjustment to the MBPP will be calculated as needed and with reference to the latest annual market survey of comparable positions in local hospitals and pharmacies and implemented via an amendment to the chart below that will be publicly posted. Adjustment of the MBPP, whether an increase or decrease, will be in accord with the County’s compensation goal of paying within 5% of the median market pay rate, subject to exigent circumstances.

Classification	Work Assignment	MBPP	Descriptors
Clinical Laboratory Scientist I	All	\$6.347700	All levels are responsible for performing a variety of standardized tests obtaining data for use in the diagnosis and treatment of disease.
Clinical Laboratory Scientist II	All	\$6.347700	All levels require a Bachelor's degree and a minimum of one year of on the job training to obtain CA state licensure.
Clinical Laboratory Scientist III	All	10.250000	Level III requires in depth knowledge of specialty area to which they are assigned (Chemistry, Hematology, Blood Bank, etc.)
Certified Occupational Therapy Assistant	None	0.00	No Incumbents
Histologist	None	0.00	Not needed at this time
Licensed Physical	All	\$5.396550	Under the supervision of a physical

<u>Therapy Asst.</u>			<u>therapist provides physical therapy services. Requires CA state license.</u>
<u>Pharmacist I/II</u>	<u>VCMC/SPH General Pharmacy</u>	<u>\$11.000000</u>	<u>General Pharmacy work. All levels require a PhD. And CA state licensure. Excludes those who do not dispense medication.</u>
<u>Pharmacist I/II</u>	<u>VCMC/SPH General Pharmacy (Non-PEPRA Only i.e. not subject Govt Code 7522.34)</u>	<u>\$13.000000</u>	<u>General Pharmacy work. All levels require a PhD. And CA state licensure</u>
<u>Pharmacist I/II</u>	<u>Antimicrobial Stewardship Pharmacist</u>	<u>\$14.000000</u>	<u>Oversight & management of antibiotics in both hospitals; Manages Antimicrobial Stewardship Program with ID Physician. Requires specialized knowledge of infectious diseases.</u>
<u>Pharmacist I/II</u>	<u>ICU Pharmacist/Clinical Coordinator</u>	<u>\$14.000000</u>	<u>Full-time coverage of ICU pharmacy services to care for high acuity patients. Requires specialized knowledge in critical care.</u>
<u>Pharmacist I/II</u>	<u>Informatics</u>	<u>\$14.000000</u>	<u>In addition to regular pharmacy duties, Cerner analyst and liaison for pharmacy.</u>
<u>Pharmacist I/II</u>	<u>Oncology</u>	<u>\$14.000000</u>	<u>Handling and management of dangerous, high-cost, toxic chemotherapy and immunosuppressant drugs.</u>
<u>Pharmacist I/II</u>	<u>Night Shift/ Solo Practitioner</u>	<u>\$16.500000</u>	<u>Pharmacist on night shifts has full-autonomy during night shifts covering both VCMC and SPH as the only pharmacist on duty. Must be highly skilled & meticulous</u>
<u>Pharmacist I/II</u>	<u>Medication Safety Officer</u>	<u>\$17.000000</u>	<u>Responsible for medication safety oversight for all of VCMC & SPH. Develops and maintains Medication Error Reduction Program as required by State of California.</u>
<u>Pharmacist I/II</u>	<u>Night Shift/Solo Practitioner/ Grandfathered by assignment date (Non- PEPRA only)</u>	<u>\$21.000000</u>	<u>Pharmacist on night shifts has full-autonomy during night shifts covering both VCMC and SPH as the only pharmacist on duty. Must be highly skilled & meticulous. Those assigned to duties on or before 11/13/2011 received higher MBPP because of exigent circumstances at the time of assignment.</u>
<u>Pharmacy Technician I/II</u>	<u>Oncology</u>	<u>\$4.235980</u>	<u>. Handling of dangerous, high-cost, toxic chemotherapy and immunosuppressant drugs</u>
<u>Pharmacy Technician I/II</u>	<u>VCM.SPH General Pharmacy</u>	<u>\$3.235980</u>	<u>General Pharmacy work. All assignments require CA state certification.</u>
<u>Pharmacy Technician I/II</u>	<u>Night Shift</u>	<u>\$4.235980</u>	<u>Pharmacy technician on night shift covering both VCMC and SPH as the only pharmacy technician on duty. Must be highly skilled and meticulous.</u>

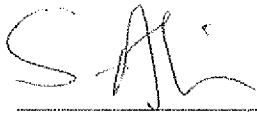
Principal Respiratory Therapist	Adult	\$6.360719	Standard respiratory care of adult patients. All levels require CA state licensure and national certification.
Principal Respiratory Therapist	Adult/COPD/PFT/CCM	\$7.860719	Standard respiratory care of adult patients. In addition, trained in Pulmonary Function Testing (PFT) and certified in the care of COPD patients.
Principal Respiratory Therapist	Adult/NRP/STABLE/SPH	\$7.860719	Standard respiratory care of adult patients. On call for births at SPH requiring additional Neo Natal certification and training.
Principal Respiratory Therapist	Adult/Cerner	\$8.360719	Standard respiratory care of adult patients. Cerner software analyst and liaison for respiratory.
Principal Respiratory Therapist	PICU/NICU/Adult	\$9.360719	Standard respiratory care of adult patients and respiratory care of higher acuity children, infants and adults.
Occupational Therapist/Sr. Occupational Therapist	Certified Hand Therapist	\$5.617232	Master's degree, CA state licensure and Specialty certification in hand therapy. Needed to meet the rehab needs of those receiving hand surgery through VCMC.
Physical Therapist/Sr. Physical Therapist	None	0.00	Not needed at this time
Radiologic Specialist I/II/III/IV	None	0.00	Not needed at this time
Radiologic Technologist	None	0.00	Not needed at this time
Staff Psychologist	All	\$10.009375	Both levels require a PhD and eligibility to obtain privileges at VCMC. Senior requires a CA license.
Senior Psychologist	All	\$10.009375	Both levels provide those psychological services privileged by VCMC Psychology Department to individuals and groups as a member of an outpatient, day treatment or inpatient team.
Speech Pathologist	All	\$6.494564	Both levels plan, coordinate, and administer speech pathology treatment programs for the rehabilitation of patients.
Senior Speech Pathologist	All	\$6.494564	Both levels require a master's degree, CA state licensure (SLPAB) and national certification (ASHA).
Supervising Therapist I	None	0.00	Not needed at this time
Supervising Therapist II	Outpatient/Inpatient (excludes CCS)	\$3.770000	Incumbents supervise Physical Therapy and Occupational Therapy staff and/or clinics in the absence of management. Bachelor's or Masters and CA state licensure is required

The MBPP will be fixed in the foregoing amounts; adjustments to the above schedule will be made publicly available in the same form as set forth above; provided, however, that the MBPP shall not exceed \$15 per hour for these classifications: Pharmacy Technician I and II, Clinical Laboratory Scientist I/II and III, Histologist, Radiologic Specialist I/II/III and IV, Radiologic Technologist, Licensed Physical Therapy Assistant, Principal Respiratory Therapist and Certified Occupational Therapy Assistant; or \$25 for these classifications: Pharmacist I and II, Speech Pathologist, Senior Speech Pathologist, Physical Therapist, Senior Therapist, Occupational Therapist, Senior Occupational Therapist, Supervising Therapist I and II, Staff Psychologist and Senior Psychologist.

If an employee is receiving a MBPP on the effective date of the general salary increases set forth in Article 5, Sec. 502A, his or her MBPP shall not be reduced as a result of the implementation of said salary increase.

The County agrees to meet and consult with the union on any changes in application of Section 622 prior to implementation. The County will conduct an internal review of the use of MBPP and discuss the results with SEIU.

FOR THE COUNTY:



Shawn Atin
Assistant CEO/
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FOR SEIU, LOCAL 721:



Danny Carrillo
Tri-Counties Regional Director